

HB 544 -- SOCIAL NETWORKING WEBSITES

SPONSOR: McCann Beatty

This bill prohibits an employer from requiring a current or prospective employee to provide any password or other account information to gain access to the employee's account or profile on a social networking website.

The bill does not infringe on an employer's right to:

(1) Establish and maintain lawful workplace policies governing the use of the employer's electronic equipment, including policies regarding internet use, social networking site use, and electronic mail use; and

(2) Monitor usage of the employer's electronic equipment and the employer's electronic mail without requesting or requiring any employee or prospective employee to provide any password or other related account information in order to gain access to the employee's or prospective employee's account or profile on a social networking website.

The employer may obtain information about a prospective employee or an employee that is in the public domain or that would not otherwise violate this provision.